

### **Selection Personnel Certification Program (SPCP)**

This self-study program consists of two major components: (a) a theoretical portion, and (b) a practical application. Both portions must be successfully completed to achieve certification. The theoretical component requires reading manuals from four sections in selection (i.e., Legal and Professional Standards, Job Analysis, Test and Testing, Selection in Action) and correctly responding to quizzes and exercises in each of the four sections. The practical component requires signing a contract with a mentor(s) to complete a practicum that involves accomplishing several activities related to the selection process.

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